



COMMITTEE ON EDUCATION AND THE WORKFORCE
U.S. HOUSE OF REPRESENTATIVES

May 7, 2003

A Real Gift for Working Mothers
Working Women Support Family Time – Cosponsor H.R. 1119

Dear Colleague:

As working women and mothers we understand the challenges facing busy Moms and Dads. Attempting to balance the demands of career and family is a difficult task. For many private sector workers, outdated labor laws make these tasks even more arduous. That's why we are proud to join Rep. Judy Biggert (R-IL) as cosponsors of H.R. 1119, the *Family Time Flexibility Act*, along with more than 80 Members of Congress, both Democrat and Republican.

This bipartisan, family-friendly legislation would allow busy working parents to trade overtime hours worked for comp time, if that is what they believe is best for their families. Public sector workers have had this right for more than 20 years, and working families in federal, state or local government service appreciate the ability to take time to attend a ballgame, a teacher-parent conference, or a doctor's appointment. The *Family Time Flexibility Act* would expand this right to private sector workers.

It is important to note is that the *Family Time Flexibility Act* includes new protections to prevent employers from coercing workers into accruing or using comp time. The benefit of accruing comp time rather than wages for overtime is completely voluntary, and the employee is entitled to cancel it any time, and receive cash for their accrued comp time. Employees earn comp time at the same rate as cash overtime. It maintains the sanctity and the primacy of the 40-hour work week.

Like many of you, and like working parents across the country, we have had to balance the demands of caring for a sick child or an aging parent. We have signed on to this legislation to help alleviate some of the stress for workers who might find that spending time with their families is more valuable than cash earned for working extra hours.

This is a bipartisan concept that has been endorsed in the past by Democrats and Republicans, and has been passed by the House in two previous Congresses. It has passed the Subcommittee on Workforce Protections and the full Committee on Education & the Workforce, and Committee leaders expect to have a vote on this long-overdue around Mother's Day.

We urge you to join us in giving a helping hand to over-worked parents, and a gift to mothers everywhere. If you have additional questions about this family-friendly legislation, or would like to become a co-sponsor, please contact Danielle English with Rep. Biggert's office at 5-3515.

Sincerely,

Judy Biggert (R-IL)
Member of Congress

Deborah Pryce (R-OH)
Chairwoman
House Republican Conference

Mary Bono (R-CA)
Member of Congress

Ginny Brown-Waite (R-FL)
Member of Congress

Marilyn Musgrave (R-CO)
Member of Congress

Sue Myrick (R-NC)
Member of Congress

Anne Northup (R-KY)
Member of Congress

Heather Wilson (R-NM)
Member of Congress